

53A-8a-505 Necessary staff reduction not precluded -- Last-hired, first-fired layoffs prohibited.

- (1) Nothing in this chapter prevents staff reduction if necessary to reduce the number of employees because of the following:
 - (a) declining student enrollments in the district;
 - (b) the discontinuance or substantial reduction of a particular service or program;
 - (c) the shortage of anticipated revenue after the budget has been adopted; or
 - (d) school consolidation.
- (2) A school district may not utilize a last-hired, first-fired layoff policy when terminating school district employees.
- (3) A school district may consider the following factors when terminating a school district employee:
 - (a) the results of an employee's performance evaluation; and
 - (b) a school's personnel needs.

Renumbered and Amended by Chapter 425, 2012 General Session